

**Amendment - 1st Reading/2nd House-blue - Requested by: Steve Gist - (S) Business, Labor, and Economic Affairs**

- 2023

68th Legislature 2023

Drafter: Erin Sullivan, 406-444-3594

HB0490.002.001

1 HOUSE BILL NO. 490  
2 INTRODUCED BY S. GIST, M. MALONE, J. COHENOUR, S. ESSMANN, J. HINKLE, S. GALLOWAY, R.  
3 MARSHALL, R. MINER, B. PHALEN, L. DEMING  
4  
5 A BILL FOR AN ACT ENTITLED: "AN ACT REVISING LAWS RELATED TO INDEPENDENT CONTRACTOR  
6 TAX EVASION AND FRAUD; CLARIFYING BUSINESS PRACTICES FOR ~~HIRING AGENTS AND~~  
7 EMPLOYERS CONSTRUCTION CONTRACTORS WHO HIRE INDEPENDENT CONTRACTORS; REVISING  
8 INSPECTIONS FOR CONSTRUCTION SITES; REVISING INDEPENDENT CONTRACTOR VIOLATION  
9 PENALTIES; REQUIRING THE DEPARTMENT OF LABOR AND INDUSTRY TO ORDER AN UNINSURED  
10 EMPLOYER TO CEASE OPERATIONS; ~~AND~~ AMENDING SECTIONS 39-9-301, 39-71-419, AND 39-71-507,  
11 ~~AND 39-71-522, MCA; AND PROVIDING AN IMMEDIATE EFFECTIVE DATE.~~"

12  
13 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

14  
15 **Section 1.** Section 39-9-301, MCA, is amended to read:

16 **"39-9-301. Business practices -- penalty.** (1) Except as provided in 39-9-205, a person who has  
17 registered under one name as provided in this chapter may not engage in the business or act in the capacity of  
18 a construction contractor or a home inspector under any other name unless that name also is registered under  
19 this chapter.

20 (2) Use of a falsified registration number in connection with a solicitation or identification as a  
21 construction contractor or a home inspector is prohibited.

22 (3) A partner, associate, agent, salesperson, solicitor, officer, or employee of a construction  
23 contractor or a home inspector shall use a true name and address at all times while engaged in the business or  
24 capacity of a construction contractor or a home inspector or in activities related to a construction contractor or a  
25 home inspector.

26 (4) ~~A hiring agent or employer~~ CONSTRUCTION CONTRACTOR may not:

27 (a) ~~hire an unregistered independent contractor~~ HIRE A PERSON AS AN INDEPENDENT CONTRACTOR

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1 WHO DOES NOT HAVE AN INDEPENDENT CONTRACTOR EXEMPTION CERTIFICATE IF REQUIRED BY 39-71-417:

2 (b) hire an A PERSON AS AN independent contractor when IF the department has suspended,  
3 revoked, or denied the PERSON'S independent contractor's exemption certificate;

4 (c) hire an independent contractor to work outside the scope IN A TRADE, BUSINESS, OCCUPATION, OR  
5 PROFESSION NOT listed on the independent contractor's registration;

6 (d) allow an independent contractor to perform work outside the scope NOT IN THE TRADE, BUSINESS,  
7 OCCUPATION, OR PROFESSION listed on the independent contractor's registration CONTRACTOR EXEMPTION  
8 CERTIFICATE; or

9 (e) misclassify an employee as an independent contractor CLASSIFY AN EMPLOYEE AS AN  
10 INDEPENDENT CONTRACTOR IF THE PERSON DOES NOT HAVE AN INDEPENDENT CONTRACTOR EXEMPTION CERTIFICATE  
11 REQUIRED BY 39-71-417.

12 (4)(5) (a) The finding of a violation of this section by the department at a hearing held in accordance  
13 with the Montana Administrative Procedure Act subjects the person who commits the violation to a penalty of  
14 not more than \$5,000, as determined by the department. The required hearing may be held by telephone or by  
15 videoconference. A penalty collected under this section must be deposited in the state special revenue account  
16 to the credit of the department for administration and enforcement of this chapter.

17 (b) Penalties under this section do not apply to a violation that is determined to be an inadvertent  
18 error."

19  
20 **Section 2.** Section 39-71-419, MCA, is amended to read:

21 **"39-71-419. Independent contractor violations -- penalty.** (1) A person may not:

22 (a) perform work as an independent contractor without first:

23 (i) obtaining from the department an independent contractor exemption certificate unless the  
24 individual is not required to obtain an independent contractor exemption certificate pursuant to 39-71-417(1)(a);  
25 or

26 (ii) electing to be bound personally and individually by the provisions of compensation plan No. 1,  
27 2, or 3;

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1 (b) perform work as an independent contractor when the department has ~~revoked~~ suspended,  
2 revoked, or denied the independent contractor's exemption certificate;

3 (c) transfer to another person or allow another person to use an independent contractor exemption  
4 certificate that was not issued to that person;

5 (d) alter or falsify an independent contractor exemption certificate; or

6 (e) misrepresent the person's status as an independent contractor. A person who falsely claimed,  
7 either in writing or through credible evidence, to have an independent contractor certification may not be  
8 considered to be an employee solely based on not actually having an independent contractor exemption  
9 certificate. The burden of proof that an independent contractor is certified rests with the independent contractor  
10 and not the hiring entity.

11 (2) An employer may not:

12 (a) require an employee through coercion, misrepresentation, or fraudulent means to adopt  
13 independent contractor status to avoid the employer's obligations to provide workers' compensation coverage;  
14 or

15 (b) exert control to a degree that causes the independent contractor to violate the provisions of 39-  
16 71-417(4).

17 (3) (a) In addition to any other penalty or sanction provided in this chapter, a person or employer  
18 who violates a provision of this section is subject to a fine to be assessed by the department of up to \$1,000  
19 \$5,000 for each violation as follows:

20 (i) up to \$1,000 for the first offense VIOLATION, of which up to \$1,000 may be waived if the person  
21 or employer completes a department-directed education program;

22 (ii) up to \$2,500 for the second offense VIOLATION;

23 (iii) up to \$5,000 for the third offense VIOLATION;

24 (iv) \$5,000 for the fourth and any EACH subsequent offense VIOLATION. In addition to the fine, the  
25 department shall suspend or revoke the person's or employer's license for up to 12 months INDEPENDENT  
26 CONTRACTOR EXEMPTION CERTIFICATE AND REPORT THE PERSON TO THE WORKERS' COMPENSATION FRAUD  
27 INVESTIGATION AND PROSECUTION OFFICE PROVIDED FOR IN 2-15-2015.

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1           **(b)**       The department shall deposit the fines in the uninsured employers' fund. The lien provisions of  
2 39-71-506 apply to any assessed fines.

3           (4)       A person or employer who disputes a fine assessed by the department pursuant to this section  
4 may file an appeal with the department within 30 days of the date on which the fine was assessed. If, after  
5 mediation, the issue is not resolved, the issue must be transferred to the workers' compensation court for  
6 resolution."

7

8           **Section 3.** Section 39-71-507, MCA, is amended to read:

9           **"39-71-507. Department to order uninsured employer to cease operations -- noncompliance**  
10 **with order a misdemeanor -- coordination of remedies.** (1) When the department discovers an uninsured  
11 employer, it shall order the employer to cease operations until the employer has elected to be bound by a  
12 compensation plan.

13           (2)       When the department discovers a person, business, or other entity functioning as a prime  
14 contractor that has subcontracted for the services of an uninsured employer, it may shall order the person,  
15 business, or other entity functioning as a prime contractor to cause all operations performed by the uninsured  
16 employer to cease at worksites controlled by the prime contractor until the uninsured employer has elected to  
17 be bound by a compensation plan. If after 3 business days following the order by the department the person,  
18 business, or other entity functioning as a prime contractor has not complied with the order, the department may  
19 order the prime contractor to cease all operations at the affected worksites.

20           (3)       An employer who does not comply with the department's order to cease operations is guilty of  
21 a misdemeanor. Each day of violation is a separate offense. The county attorney may prosecute a criminal  
22 action under this subsection in the county in which the violation occurs. Prosecution under this subsection does  
23 not bar the department from enforcing its order by a civil action.

24           (4)       A person, business, or other entity functioning as a prime contractor that does not comply with  
25 the department's order to cease all operations is guilty of a misdemeanor. Each day of violation is a separate  
26 offense. The county attorney may prosecute a criminal action under this subsection in the county in which the  
27 violation occurs. Prosecution under this subsection does not bar the department from enforcing its order by a

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1 ~~(b) — the person performs work that is outside the usual course of the hiring entity's business; and~~

2 ~~(c) — the worker is customarily engaged in an independently established trade, occupation, or~~

3 ~~business of the same nature of the work performed.~~

4 ~~(4)(5) — This section does not authorize the department's employees to engage in a breach of the~~  
5 ~~peace. The department may request the assistance of appropriate local law enforcement agencies to~~  
6 ~~peaceably enter a construction site.~~

7 ~~(5)(6) — A person who purposely or knowingly restricts the access to a construction site by a~~  
8 ~~credentialed department employee or who obstructs the employee in the performance of the employee's duties~~  
9 ~~under this section commits the offense of obstruction of a public servant as provided in 45-7-302.~~

10 ~~(6)(7) — As used in this section, the following definitions apply:~~

11 ~~(a) — "Construction permit" means any permit that can be issued pursuant to Title 50, chapter 60,~~  
12 ~~and includes:~~

13 ~~(i) — a boiler permit;~~

14 ~~(ii) — a building permit;~~

15 ~~(iii) — an electrical permit;~~

16 ~~(iv) — an elevator permit;~~

17 ~~(v) — a mechanical permit; or~~

18 ~~(vi) — a plumbing permit.~~

19 ~~(b) — "Construction site" means any parcel of real property where work is being performed for which~~  
20 ~~a construction permit is required or has been issued."~~

21

22 **NEW SECTION. Section 4. Effective date.** [This act] is effective on passage and approval.

23

- END -